

SIKKIM

GOVERNMENT **GAZETTE**
EXTRAORDINARY
PUBLISHED BY AUTHORITY

Gangtok

Friday 05th July, 2024

No. 343

**GOVERNMENT OF SIKKIM
EDUCATION DEPARTMENT
GANGTOK**

No. 235/Adm/Edn

Dated: 03/07/2024

NOTIFICATION

With the approval of the Government, Education Department hereby notifies the revision of following policies for equitable management and optimum utilization of existing manpower.

1. Primary teachers to take up general subjects

In alignment with the National Education Policy, primary language teachers shall be tasked with teaching general subjects alongside their specialized language subjects. This measure serves as a solution to the shortage of teachers while ensuring equitable work distribution amongst all categories of Primary teachers.

2. Merging of designation for Pre-Primary Teachers with Primary Teacher

Recognizing the thin line of distinction between Pre-Primary Teachers (PPT) and Primary Teachers, the department will henceforth cease recruitment of PPTs. Instead, existing PPTs will be promoted to primary teaching positions as and when vacancies arise. This streamlined approach ensures efficient resource management with all primary teachers teaching students from nursery to class 5.

3. Sanskrit teachers to teach Hindi and Nepali Subjects full time

To address the scarcity of Hindi and Nepali subject teachers, Post Graduate and Graduate Teachers of Sanskrit will be mobilized to teach these languages, given the minimal demand for Sanskrit at certain educational levels.

4. Performance Indicator Revision of School Heads

Revision of performance indicators for School Heads, (Principals, Head Master/ Mistress SS, JHS, PS) with the aim to standardize quality assessments. Key competencies for evaluation will include leadership, instructional capacity, scholastic achievements, human resource

management (especially during staffing shortages), parental engagement, training involvement, extracurricular activities, and student participation in community engagements. SCERT has been tasked to create a performance matrix duly assigning marks for various competencies

5. Teacher's Transfer Committee

A transparent Teacher's Transfer Committee shall be established, comprising of Secretary (School Education), Principal Director, Additional Secretary (Admin), and CEOs of all districts. This committee will ensure fairness and accountability in teacher transfers.

6. Minimum and Maximum workload for teachers as per CBSE

In accordance with CBSE guidelines, minimum teaching workloads will be officially designated to ensure equitable distribution among teachers. All Post Graduate Teachers (PGTs) will take a minimum of 22 periods and Graduate Teachers (GTs) and Primary Teachers (PRTs) minimum of 24 and maximum of 28 periods for all categories in a week.

7. Setting up of pool of retired teachers

Given the implementation of one-year maternity leave, a substantial number of teachers are on leave. To address this, a pool of retired teachers with experience will be recruited on a remunerative basis over and above their monthly pension

Sl. No	Category	Consolidated pay
1.	Primary Teacher	15,000/- per month
2.	Graduate Teacher	18,000/- per month
3.	Post Graduate Teacher	20,000/- per month

8. Temporary suspension of School Operation with low enrolment

Schools with very low enrolment will undergo temporary suspension of operations. Teachers and students from these schools will be relocated to the nearest facilities. This suspension will be lifted once enrolments increase to a level that warrants reinstatement, ensuring optimal resource utilization and the number of staff necessary to the enrolment shall also be reverted to the school. A caretaker will be attached to the school to ensure upkeep of the school. The temporary suspension will only be taken up considering the interest of the children.

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